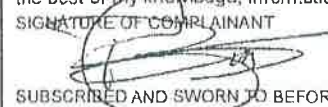
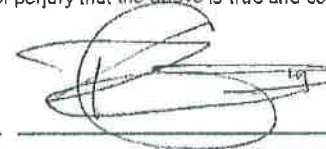


CHARGE OF DISCRIMINATION <small>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</small>		Charge Presented To: _____ Agency(ies) Charge No(s): 560-2014-01665	
Missouri Commission On Human Rights <small>State or local Agency, if any</small>		and EEOC	
Name (Indicate Mr., Ms., Mrs.) Mr. Percy Green, III o/b/o FIRE		Home Phone (Incl. Area Code) (314) 862-6800	Date of Birth _____
Street Address c/o Joe D. Jacobson, 7733 Forsyth Blvd., Suite 700, Pierre Laclede Center, Clayton, MO 63105			
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name CITY OF ST. LOUIS FIRE DEPT.		No. Employees, Members 500 or More	Phone No. (Include Area Code) (314) 622-3361
Street Address 1421 N. Jefferson, Saint Louis, MO 63103		City, State and ZIP Code SAINT LOUIS, MO 63103	
Name _____		No. Employees, Members _____	Phone No. (Include Area Code) _____
Street Address _____		City, State and ZIP Code _____	
DISCRIMINATION BASED ON (Check appropriate box(es).) <input checked="" type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify) _____		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest 08/2013 11-22-2013 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)). <p>I. I, Percy Green, III, on behalf of the Firefighters Institute for Racial Equality ("FIRE"), allege that members of FIRE, all of whom are African American, were discriminated against by the City of St. Louis Fire Department on the basis of their race in connection with promotional opportunities to the ranks of Captain and Battalion Chief. Specifically, the members of FIRE believe that they were discriminated against by the City of St. Louis Fire Department in 1) oral and written promotional tests for Captain and Battalion Chief, 2) the methods used in grading the oral and written tests, and 3) the appeal procedure provided once the test results were released. In addition, the members of FIRE believe that Caucasian applicants being treated more favorably than African American applicants in that Caucasian applicants were allowed to be tested when they arrived late for testing while African American applicants who arrived late for testing were not allowed to test.</p> <p>II. Based on the above stated reasons, the members of FIRE believe that they were discriminated against on the basis of their race in violation of Title VII of the Civil Rights Act of 1964, as amended, and believe that the testing and scoring for Captain and Battalion Chief had an adverse impact on the promotional opportunities for African Americans as a class.</p>			

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. I declare under penalty of perjury that the above is true and correct.	NOTARY - When necessary for State and Local Agency Requirements I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT  SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE 8/29/14 (month, day, year) JOCELYN E. BOEHLJE Notary Public - Notary Seal
Date 8/29/14	Charging Party Signature 

 Comm
 My Commis
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**DEFENDANT'S
EXHIBIT**

Ex. A